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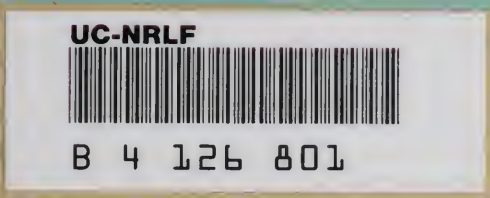

Constitution

UNITED BROTHERHOOD
OF LEATHER WORKERS
ON HORSE GOODS

SEVENTEENTH EDITION

REVISED AND AMENDED
at Chicago Convention, Nov. 15-19, 1910

ORDER OF BUSINESS

1. Reading of minutes of previous session
2. Report of Committee on Credentials.
3. Report of Officers.
4. Report of Regular Committees.
5. Report of Special Committees.
6. Unfinished Business.
7. New Business.
8. Good of the Brotherhood.
9. Adjournment.

Order of Business No. 1 to be dispensed with until called for by five delegates. Any alteration or correction in minutes of previous sessions shall be made to the Secretary in writing.

HD6350 L4
Labor by Trade
Leather workers
HD6350 L4 L6 1910
HD6350 L4 L6 1910

CONSTITUTION

OF THE

United Brotherhood

HD6350 L4

OF

Leather Workers

ON

Horse Goods.

ORGANIZED JAN. 1, 1896.

Revised and Amended at Chicago Convention,
November 15-19, 1910.

Seventeenth Edition.

ALLIED PRINTING TRADES UNION LABEL COUNCIL 7

PREAMBLE.

Whereas, The history of the wage-workers of this and all other countries has been but the record of constant struggle against oppression, and

Whereas, Their trouble has arisen almost entirely from lack of unity and confidence in each other as workers, and misunderstanding of true causes of oppression, and

Whereas, Unity, guided by intelligence, is a source of strength that can withstand all attacks, and without intelligent organization we cannot acquire the discipline that would enable us to act together, concentrate our strength, direct our efforts toward the desired end, and also acquire the patience that enables us to wait for the results.

Therefore, For the purpose of promoting unity of sentiment and action among the leather workers on horse goods of this country, and joining them closely together for mutual protection, so that each and every member of the several organizations may be benefited thereby, the United Brotherhood of Leather Workers on Horse Goods has been organized, and consists of delegates from regularly organized societies of the trade as shall endorse the Constitution and By-Laws contained herein, and pledge themselves to use their utmost efforts to secure by every legitimate means within their power the benefits that will accrue through intelligent co-operation with each other on all matters affecting the interests of the trade.

GENERAL CONSTITUTION.

United Brotherhood Leather Workers on Horse Goods.

ARTICLE I.

Title and Objects.

Section 1. This organization shall be known and designated as the United Brotherhood of Leather Workers on Horse Goods; provided, for all purposes of reference within the various articles and section of this constitution, and to facilitate the reading thereof, the United Brotherhood of Leather Workers on Horse Goods shall be referred to and designated as the United Brotherhood or U. B.

Sec. 2. Its objects shall be the amelioration of the condition of the leather workers. Their advancement, socially, by advocating a closer relationship and by endeavoring to bring all leather workers together in one grand order; morally, by advocating such deportment that none need be ashamed to be found in our company; and intellectually, by teaching its members the grand principles of trade unionism, fraternity, etc.

ARTICLE II.

Who Shall Compose the United Brotherhood.

Section 1. The United Brotherhood of Leather Workers on Horse Goods shall consist of local branches, who acknowledge the jurisdiction of the U. B. and obey its laws. Such local branches being represented at convention by delegates as provided in Section 2, Article III.

ARTICLE III.

Conventions.

Section 1. The regular convention of the U. B. shall be held the second Tuesday in

July, 1912, and bi-ennially thereafter, at such place as the delegates have selected at the preceding convention. Provided, the four (4) cardinal points of the compass and the geographical center of the United States and Canada, shall constitute five (5) general districts wherein to locate convention city.

And provided further, that no district shall be favored twice within periods of ten (10) years. This, however, shall not apply to special conventions.

Proposition to hold special convention may be made by the General Executive Council, or by any local branch upon securing a second from ten local branches.

Sec. 2. Basis of representation shall be one (1) delegate for each local branch of one hundred (100) members or less. And one (1) delegate for each additional one hundred (100) members or majority fraction thereof.

Sec. 3. The U. B. shall allow delegates transportation rates by the shortest route to and from convention.

Sec. 4. The General Executive Council shall attend all conventions of the United Brotherhood, and be required to make full reports at each convention, with privilege of the floor, but no voting power. This shall, however, not include the General President, who is required to cast the deciding vote on questions of equal division.

Sec. 5. The General President shall appoint, in the year when a convention is held, a Committee on law. Said committee shall meet at such time as the General President may deem necessary before the convention (not to exceed three (3) days), in the city in which the convention is to be held, for the purpose of considering all resolutions and amendments presented. All resolutions and amendments shall be mailed to the General Secretary-Treasurer not later than fifteen

(15) days before date of convention. The U. B. to defray expenses of the Committee on Law, at the rate of $6.50 per diem. They shall receive no pay after the session of the convention is opened.

ARTICLE IV.

Officers.

Section 1. The officers of the U. B. shall be a President, an Executive Board, composed of five members and the General Secretary-Treasurer.

Sec. 2. The General President, five members of the General Executive Board and the General Secretary-Treasurer, shall constitute the General Executive Council.

Sec. 3. The geographical center and the cardinal points of the compass as provided for in Art. 3, Sec. 1, shall be considered in the nomination of the General Executive Board by the convention, so that an equal distribution of the General Officers can be secured as far as it is possible.

Sec. 4. The officers of the U. B. shall be subject to recall by referendum vote on petition of twenty-five per cent of local branches.

ARTICLE V.

Duties of Officers.

Section 1. It shall be the duty of the General President to preside at all meetings of the U. B. or the Executive Council. He shall have the deciding vote on all questions of equal division.

Shall at all times exercise supervision over all officers of the U. B., and shall require a faithful performance of duties on the part of all officers, and a strict and business-like manner of keeping all accounts, paying out money and conducting correspondence.

Shall direct the entire executive work of the U. B., and shall be organizer in chief, with power to appoint assistant organizers, who shall be approved by the Executive Council.

Shall have power, in case charges are preferred against any officer, to suspend such officer pending an investigation, and if necessary, appoint some one instead.

Shall immediately upon charges being received, transmit a full statement to the accused.

Shall have power to suspend any officers for incompetency, negligence or other failure in successfully carrying on their duties.

Shall see that all bonds for faithful performance of duty are properly made and filed with him.

Shall approve all expenses, other than ordinary running expenses of the International Office.

Shall designate an expert accountant to audit the books and accounts of the General Secretary-Treasurer at the end of each fiscal year; said accountant to be satisfactory to the bonding company.

Shall see that all moneys of the U. B. are properly and safely deposited in the name of the General Secretary-Treasurer as such, and money shall be drawn from such banks only by check signed by the General Secretary-Treasurer, and countersigned by the General President.

Shall be required to furnish a surety company bond of not less than $1,000 for faithful performance of duty.

Shall, in case of mismanagement or misappropriation of any funds or property of the U. B., be empowered to institute such legal proceedings as shall be necessary to recover such misappropriation, or to punish the offender.

Sec. 2. It shall be the duty of the General Secretary-Treasurer to keep a true account of all transactions between the U. B. and local branches; shall acknowledge the receipt of all moneys received by him; shall conduct all his business correspondence in a prompt and systematic manner, keeping files of all documents, etc. He shall publish in convenient form the Constitution and By-Laws; shall issue all membership cards with a system of stamps, which shall be combined due, traveling, and transfer book; shall issue all supplies to locals; shall, not later than the 30th of each month, furnish to all local branches an itemized statement of the condition of the organization for the preceding month; shall see that all bills, as per Section 4, Article XIV, are itemized in such report, and shall pay all bills drawn on the U. B. by checks countersigned by the General President; shall deposit all money in excess of $500 in bank; shall at the beginning of each fiscal year advertise for all printing and supplies for the following year, contract for the same to be let to the lowest responsible union firm. Shall furnish good and sufficient surety company bond in sum not less than 25 per cent in excess of the highest amount of cash in his possession at any one time. He shall perform such other duties as may be required by the Constitution and By-Laws.

He shall be the managing editor of the official Journal, and shall have charge of makeup, printing and advertising, and all financial affairs pertaining thereto.

Sec. 3. The General Executive Council shall have general supervision over all affairs of the U. B. between Conventions. They shall meet at the Headquarters of the U. B. on the second Monday in July in the years when no regular convention is held, to consider all

matters of importance to the U. B. and to outline a plan of action for the ensuing year.

In case an emergency should arise, the General President shall have power to call a special meeting of the General Executive Council.

It shall be their duty to direct and perform the legislative work of the U. B., to be mindful of proposed legislation, either state or national; to call upon the entire jurisdiction when necessary to aid them in their work; and perform such other duties as may be prescribed by the Constitution and By-Laws.

They shall, in cases of emergency, where no law exists, use their best judgment and at once frame a law and submit it to the jurisdiction at large. If a majority vote is recorded the measure shall be declared a law.

They shall have power to make such rules and adopt such measures, not in conflict with the Constitution and By-Laws of the U. B., as may seem proper for the thorough organization of the trade.

In case the General Executive Council find it necessary to enter into any contract or agreement with an association of firms, the Executive Council must submit the contract or agreement to the jurisdiction at large, to be voted on, a majority vote being necessary to ratify such contract or agreement.

Any member of the General Executive Council or any regularly appointed organizer shall have access to the accounts of any local branch for examination, when such executive officer happens to reach a local branch upon business under instructions.

In case of a grave emergency, the General Executive Council shall have the power to authorize and direct the General President to suspend any law, laws, or part of a law, for a period of ninety (90) days without submitting the question whether such suspended law, laws, or part of a law shall or shall not

continue to be a law, but after the expiration of ninety (90) days such suspended law, laws, or part of a law must again be declared in full force and effect until such time that an absolute crisis makes a temporary suspension again necessary.

Sec. 5. The General President shall be the Chief Organizer, with power to appoint such assistants as may be necessary, such appointments to be subject to the approval of the Executive Council. He shall devote all possible time to organizing work, and shall perform such other duties as may be provided for in this Constitution and By-Laws.

It shall be the duty of the Assistant Organizer to prepare a list of unorganized towns whose importance would warrant the institution of a local union; he shall submit the same to the General President for his approval, and, if approved, shall proceed at once upon his duties, and before the expiration of his first duties he shall have submitted and have approved his next list.

He shall furnish weekly to the General President a detailed report of the business transacted, and shall make such recommendations as in his judgment may be required for the welfare of the U. B.; but at no time shall the Organizer devote any time, assistance or attention to individual interests or prospective benefit of any member.

Should an emergency arise, by direction of the General President, the Assistant Organizer shall cancel dates previously made and proceed at once as directed. He shall receive for his services the sum of $21.00 per week, together with railroad fare, by the cheapest and shortest route, including Pullman berth when traveling by night, and such other actual expenses as have been itemized, receipted for and paid, such expenses not to exceed $3.00 per day per week. The same to

be submitted each week and approved by the Executive Council.

ARTICLE VI.

Nominations and Election of Officers.

Section 1. All General Officers shall be nominated in open convention, and the election held by roll call vote of the delegates. The two candidates receiving the highest number of votes for each of the several offices, shall be the nominees, and shall be submitted to the jurisdiction for a referendum vote. The vote shall be canvassed by the General President and General Secretary-Treasurer and a committee of three, who shall be elected by the nearest locals to Headquarters. They shall count and tabulate the result of the vote and announce the results in the official Journal. No member shall be eligible to office, either general or local, who has been guilty of defalcation or otherwise defrauding the U. B.

Sec. 2. The General Secretary-Treasurer shall, before August 1st, send to all local branches properly prepared ballots containing the names of all eligible candidates printed thereon, and in voting, the member shall put a cross before the name of the candidates he desires to vote for, thus:

[X]

And the candidate receiving the highest number of votes shall be declared elected. The local Secretary-Treasurer and President shall place the original votes cast, together with the record of the result, signed and sealed in an envelope provided for that purpose. All votes must be cast, and ballots and record sheets must be in the hands of the General Secretary-Treasurer on or before September 1st.

Sec. 3. All local branches entitled to delegates shall, at the first regular meeting in April, or as soon thereafter as possible, before the convention, elect delegates from their local branch, as provided for in Section 2, Article III, to represent them at the convention, and shall also elect an alternate for each delegate, who shall act in case the regular delegate is unable to serve. The local Secretary-Treasurer shall, within forty-eight hours after such election, forward name and address of delegates and alternates to the General Secretary-Treasurer.

Sec. 4. All elections, both general and local, shall be by secret ballot and shall require a majority to elect, except where otherwise provided for. The results of all votes cast by each local branch for the nominations and election of general officers shall be published in the Journal.

ARTICLE VII.

Vacancies.

Section 1. Should a vacancy occur in the office of General President, the General Secretary-Treasurer shall immediately call a meeting of the General Executive Council to fill the vacancy. Should a vacancy occur in the office of General Secretary-Treasurer, the General President shall act as General Secretary-Treasurer pro tem, pending the immediate calling of a meeting of the General Executive Council and the election of a successor. Should a vacancy occur in the General Executive Board, the General President shall appoint some one to fill the vacancy, subject to the approval of the General Executive Council.

Sec. 2. Any officer becoming derelict in his duties, charges may be preferred to the President against said officer; the President shall notify the accused within forty-eight hours of such charges, also the Executive

Council. The accused shall be given twelve days to answer such charges. Upon proof being produced to substantiate such charges, the Executive Council shall prescribe such penalty as may be just, even to expulsion. In addition, dishonesty, gross immorality, habitual drunkenness and the conviction of a felony, shall be considered as just cause for expulsion. In case the President becomes derelict in his duties, charges may be preferred to the General Secretary-Treasurer who shall have the same power as the President, and proceed in the same manner as provided for in this section.

Sec. 3. The General Executive Council shall be a court of justice, wherein any member feeling aggrieved at the action of a local branch may appeal; providing, however, that when an appeal is taken, the appellant shall notify the local and a copy of the said appeal must be filed with the local branch and a copy sent to the General President. The General Executive Council shall examine all evidence and render a decision within 20 days after the accused has filed answer to charges.

Sec. 4. Each local branch shall have the right to appeal from the decision of the General Executive Council not later than 30 days after such decision; such appeal shall be published in pamphlet form by and at the expense of the appealing local, and a copy sent to each local branch. It shall be the duty of each local branch to take action on any appeal at their next meeting following receipt of same and report to the General Secretary-Treasurer and Secretary-Treasurer of the appealing local within 48 hours thereafter. If within 30 days after taking appeal, the appeal having received the endorsement of at least 10 local branches, it shall be submitted to the jurisdiction at large and a majority vote of members voting shall be final.

Sec. 5. No member shall be eligible to office unless having been a member one year.

ARTICLE VIII.

Organization.

Section 1. A local branch of the U. B. may be organized by any number of leather workers, not less than ten, provided they are qualified according to this Constitution.

Sec. 2. Journeymen working on harness, saddles, collars, horse-boots, gig-saddles, machine operators and skilled workmen directly employed in the manufacture of saddlery or anything made of leather or other fabric which a horse wears, shall be eligible to membership. This shall include manufacturers who employ two journeymen or less, foremen with less than four journeymen and apprentices having worked at the trade for a period of one year. Contractors shall be excluded, also foremen, assistant foremen, cutters, and journeymen who work in penitentiaries or for lessees of penitentiaries. Any man who is competent in his class and can command the average rate of wages in his locality shall constitute a journeyman.

Sec. 3. The entrance fee for local branches shall be twelve dollars. All necessary supplies shall be furnished by the U. B.

Sec. 4. That where ten members in good standing locate in any city where no local exists, they shall apply for a charter, and upon receipt of same, they shall immediately have their books transferred to said local and shall be entitled to benefits according to the age of their membership. No fee shall be allowed any one for the institution of such a local branch; charter and supplies to be furnished free of charge.

ARTICLE IX.

Cards.

Section 1. The U. B. will furnish members with a due book which shall be combined

due, traveling and transfer book. Said due book shall be so constructed as to admit of the foregoing results.

Sec. 2. Local dues shall be paid by a stamp system, provided by the General Secretary-Treasurer of the U. B.

Sec. 3. Retiring cards may be issued to foremen who have four or more journeymen under their charge. Head cutters and head machine operators shall not be considered foremen. Retiring cards may be issued to members who accept a position outside the trade or engage in business for themselves. Any member who accepts a position at a trade or calling where there is a union of the same, must join said union or be suspended from the U. B. In all cases where retiring cards are issued the members desiring same must be paid up in full of all accounts against them to date of application for cards. Upon failing to deposit said retiring card with the local branch in the city or nearest to the place of employment within six days after returning to work, said retiring card shall become null and void. The retiring card of any person violating the laws or working against the interests of the U. B. shall be annulled, which shall forfeit to the holder all rights and privileges granted by the Constitution.

Sec. 4. Any member holding a retiring card may become a beneficiary member three months after depositing his retiring card with a local branch of the U. B. and paying dues from the date of deposit, securing to him the standing held by him previous to taking out his retiring card, provided, said member has not been guilty of any offense against the order; but he may become an active member upon date of depositing said card.

Sec. 5. No member shall be entitled to a

retiring card while working at the trade, except as provided for in Section 3, Article IX.

Sec. 6. Any person working where no local branch is in existence may become a member of the U. B. at large by paying two dollars entrance fee and the regular dues as provided for. Any member at large or of a local branch, upon going to work in the jurisdiction of a local branch must deposit his card with said local branch within six days.

Sec. 7. Any member holding a retiring card cannot deposit same until he is working at the trade.

Sec. 8. Any member upon being transferred, shall be furnished with a clearance card under seal, upon which shall be placed a true account of his standing with the local and a statement of all moneys, if any he may owe and on what account they are due, and any indebtedness appearing thereon except U. B. money shall be collected by the local receiving the transfer, as per Article X, Section 5, General Constitution, same to be forwarded to local to which it is due.

ARTICLE X.

Revenues, Property, Etc.

Section 1. The revenues of the U. B. shall be the per cent of all dues, fines and initiation fees of all local branches and the U. B.

Sec. 2. The property of the U. B. shall be all moneys, papers, books or property, of whatsoever nature, of all local branches of the U. B.

Sec. 3. Local branches will remit the following per cent of gross receipts to the General Secretary-Treasurer of the U. B. each month.

Local branches shall remit a flat rate of 55 per cent of gross receipts to the General Secretary-Treasurer of the U. B. each month. Not to exceed 20 per cent of all per capita

tax received by Headquarters may be set aside for organizing purposes; such fund shall be used in such manner as the General Executive Council shall direct.

Sec. 4. Gross receipts shall be construed to mean dues and initiation fees, excepting where there is a local increased initiation fee, said locals to retain all initiation fees exceeding the regular per cent of constitutional fees, as per Article X, Section 3; and 50 per cent of all fines of a local nature shall be retained by the local collecting said fine.

Sec. 5. The local branches shall in addition to the per cent provided for in Section 3, Article X, have supervision over all money or property other than gross receipts.

Sec. 6. Should a local branch from any cause cease to work, the proper officer or officers shall be held responsible by the U. B. for all moneys, books or other property, and it is their duty to forward same, immediately, to the General Secretary-Treasurer of the U. B.

ARTICLE XI.

Strikes and Strike Benefits.

Section 1. The U. B. guarantees its moral and financial support in any just difficulty that may arise between its members and their employers, as provided for in this Constitution and By-Laws.

Sec. 2. Strike benefits shall be $7.00 per week for married men with families depending upon them, and $5.00 per week for single men, for fifteen weeks, which may be extended by the General Executive Council, if in their judgment it is deemed advisable.

Sec. 3. When a local contemplates a movement for the improvement of their conditions, or should any local branch make a demand for an increase in wages or reduction of the hours of labor, the local branch shall hold a meeting and notify all members by mail to

attend same. They shall determine by secret ballot what action is necessary. It shall require a two-thirds vote of all members present to decide. Should a local branch decide to make a demand, they shall, fifteen days previous to presenting said demand to their employers, submit a copy of the demands to the General President and General Executive Council of the U. B., together with all necessary information regarding the condition of trade, the number of men organized and unorganized, and whether or not the employers are organized.

Sec. 4. The local branch, after making demands and using every effort towards a settlement and finding that a satisfactory settlement cannot be reached, shall at once notify the General President by telegraph. If necessary the General President shall proceed to the place of controversy and endeavor, in conjunction with the local, to effect a settlement. Should it be impossible for the General President to go, he shall notify the executive officer nearest the scene of trouble, to proceed there at once. Should executive officer be sent to the city and in his opinion the strike can be prevented and an honorable settlement secured, he shall so report to the General President, who shall instruct the local that they must endeavor to settle matters with the aid of said officer. If the local refuses to comply with the instructions sent them and to consider the settlement that the executive officer believes can be reached, the case shall be sent in writing to the General President, the local branch and executive officer each giving their side of the case. Same shall then be submitted to all local branches for their approval or disapproval, whether strike benefits shall be paid or not.

Sec. 5. The Secretary-Treasurer of the local branch shall, within three days after receiving such information, call a meeting

and vote by secret ballot for or against such application and immediately telegraph the General President the total number of votes cast for and against. Should the local branch be sustained in their application, the General President shall then notify them to call out their men and instruct the General Secretary-Treasurer to send each week the amount of assistance provided for.

Sec. 6. It shall require a two-thirds vote of members voting to approve any strike application. The decision of the local branches voting to be final.

No local branch shall call out their men until they receive instructions from the General President to do so.

Sec. 7. Any local branch entering into an agreement, either strike or otherwise, shall make full report of the matter to the General President, who, in turn, shall report same to the jurisdiction. This does not apply to itemized price lists.

Sec. 8. It shall be the duty of all local branches to submit to the General President a true copy of all communications, price lists and agreements, passing between the local branch and firms in their jurisdiction.

Sec. 9. It shall be the duty of all local branches to correspond with the General President two months prior to the expiration of agreements, giving full information as to the conditions prevailing at such time. All such data to be placed on file at Headquarters.

ARTICLE XII.

Benefits.

Section 1. Any member who has been in good standing and in good health, and having paid dues for six months, shall be entitled to a sick benefit of five dollars per week, unless such sickness or disability is caused by his own immoral conduct or by

the excessive use of alcoholic beverages; but all new members in good standing becoming sick or out of work shall be entitled to out-of-work stamps.

In all cases of sickness of a member, the Sick Committee shall have full charge, they to investigate and employ a physician to ascertain the cause of illness if in their judgment it is necessary.

No benefit shall be allowed for one week's sickness, but if a member is sick two weeks or over continuously, he may draw $5.00 for the second week, and $5.00 for each week thereafter until he has drawn benefits for ten weeks.

No member shall receive sick benefits for more than ten weeks in any one year, said year to commence with beginning of first sickness.

Any member who becomes sick or disabled shall report, either in writing or verbally, to the local branch or Sick Committee. Sickness or disability to be dated from the date on which he reports himself sick or disabled.

Any member failing to comply with this section shall not be entitled to benefits.

After a member has received ten weeks sick benefits and being unable to go to work, he shall be entitled to out-of-work stamps, as provided for in Article XIII, Section 3, General Constitution. A member being unable to go to work at the expiration of this extension of benefits shall be declared totally disabled; such member not wishing to take out a retiring card can, by paying his dues and assessments, be entitled to the death benefits as provided for in Article XII, Section 2, General Constitution. But this section shall in no wise entitle such members to any other benefits.

Sec. 2. Any member who has been in good standing for a continuous period of one year

or over, in case of death, his beneficiary shall be entitled to a death benefit of $40.00. Three years or over, $75.00; four years or over, $100.00.

Sec. 3. All benefits shall be paid by the U. B. Any local branch paying a benefit shall report the same at once to the General Secretary-Treasurer, who will reimburse the local branch.

Sec. 4. Out-of-work stamps are benefits.

Sec. 5. Any member having been in bad standing, shall not be entitled to benefits immediately upon payment of arrears, but shall be debarred from sick and death benefits for a period of three months.

Sec. 6. Any member suffering from a chronic or incurable disease, ailment or injury, shall not be entitled to receive more than ten weeks' sick benefits for such chronic or incurable disease, ailment or injury. If he is incapacitated from work by a recurrence of said disease, ailment or injury, he shall be entitled to receive thirteen out-of-work stamps in each year dating from the beginning of first claim for benefits. Local branches shall be reimbursed by headquarters for all medical fees incurred in any case where there is a doubt as to whether or not a member comes under this law.

ARTICLE XIII.

Dues.

Section 1. The dues of all members, either local or at large, shall be thirty cents per week, due and payable each Saturday, said dues to include subscription to the official journal.

Sec. 2. Dues commence and must be paid beginning with the first Saturday following date of election.

Sec. 3. Local Secretary-Treasurers will be furnished with out-of-work stamps, which shall be used in lieu of regular due stamps

when member is entitled to exemption from dues, while being sick or out of work.

A member shall report the date of the beginning of his idleness in person or by letter, at the first regular meeting of his local branch, after such idleness began. And for every week of continuous idleness the local Secretary-Treasurer shall affix an out-of-work stamp for each week's idleness, for a period of not more than thirteen weeks in any one year, after which time the member shall begin to pay dues or take out a retiring card, except in case of sickness, strike or lockout.

Members receiving sick benefits shall pay dues.

Sec. 4. Members holding position, but voluntarily laying off, shall not be construed as out-of-work members, and shall not be entitled to exemption from dues.

Sec. 5. In case of an emergency the General Executive Council shall have power to levy assessments on each and every member of the U. B. Members who are sick or out of work shall be exempt from payment of assessment. Any member failing to pay any assessment within ten days after same becomes due, shall be suspended from membership, and can only be reinstated upon the payment of all assessments he may owe. Local secretary-treasurers shall furnish the General Secretary-Treasurer with a list of all members owing assessments.

ARTICLE XIV.

Salaries.

Section 1. The General President shall be allowed the sum of $125 per month, payable monthly, and he shall devote his entire time and services to the organization, and perform all other duties placed upon him by the Constitution and By-Laws, and whatever else may be lawfully required of him by the Executive Council.

Sec. 2. The salary of the General Secretary-Treasurer shall be $125 per month, payable monthly.

The assistant to the General Secretary-Treasurer shall receive the prevailing wages paid for that class of work in the city where such assistant is engaged.

Sec. 3. In case the Executive Council shall be called together or any member thereof be required to leave his home, or be compelled to cease his regular employment, to perform any duty of the U. B., said officer shall receive a salary of $21.00 per week and $3.00 per day for expenses, also fare to and from the locality, except when said officer is under salary, when he shall only be allowed $3.00 per day for expenses, in addition to transportation, providing such bills are itemized.

Any officer being compelled to cease his regular employment and not leave his home shall receive his salary only.

ARTICLE XV.

Fines.

Section 1. Any officer of the U. B. failing to properly perform the duties of his office may be fined in such a sum as the Executive Council may determine, and may be suspended or expelled, as may seem just to the Executive Council.

Sec. 2. Any local branch failing to comply with this Constitution and By-Laws may be suspended, expelled or fined in such sum as may be provided for; or in case no provision is made, in such sum or manner as may seem proper by the Executive Council.

Sec. 3. Any and all penalties assessed by a local branch against members thereof and not otherwise provided for in this Constitution, shall be reported to the General President within twenty-four hours after such penalty is placed against a member, proper

record to be kept on file at headquarters after such penalty has been submitted to the General Executive Council and approved; no penalty to be legal unless approved by the General Executive Council.

Sec. 4. That any member of the U. B. found working at the trade on Labor Day be fined $5.00.

Sec. 5. Any officer, sick committee or local branch who shall be guilty of granting sick or death benefits to members not constitutionally entitled to same, shall be fined the sum of $25 in addition to the amount allowed, and unless said fine with the amount allowed be paid to the General Secretary-Treasurer within 30 days said officer, sick committee or local branch shall be suspended.

Sec. 6. Any local branch failing to comply with Article XI, Section 9, shall be fined the sum of $10.00, and unless said fine be paid within thirty days after being assessed, shall be declared in bad standing for a period of sixty days.

Sec. 7. A fine of not less than twenty-five dollars shall be imposed on any member of the Executive Council and General Secretary-Treasurer for negligence of any duty assigned in any article of this Constitution and By-Laws.

ARTICLE XVI.

Miscellaneous.

Section 1. No local branch can be dissolved as long as there are five dissenting members.

Sec. 2. Any member visiting a local branch on a traveling card shall be entitled to vote for general officers, provided said member has not voted in his home branch. Any member found guilty of voting in two or more branches for general officers shall be expelled.

Sec. 3. No member shall hold two offices in which money accounts are handled.

Sec. 4. The U. B. shall furnish local branches with a ritual for initiation, etc.

Sec. 5. One apprentice shall be allowed in retail shops employing two journeymen and less than twenty. Retail shops employing twenty or more journeymen shall be governed as per factory ratio. Factories employing ten journeymen will be allowed one apprentice; twenty journeymen, two apprentices; thirty, three apprentices; forty, four apprentices; sixty, five apprentices, and in no case will more than five apprentices be allowed to work in any one branch of the trade. Each apprentice shall serve three years, and shall be registered at the headquarters of the U. B., and every apprentice working in conformity to this law shall be given full opportunity to become proficient in the branch of the trade in which he started his apprenticeship.

In the harness cutting branch none but competent mechanics in the making of harness will be permitted, and shall not be construed as apprentices, but journeymen under instructions. The above to apply in any other cutting branch of the business.

Piece hands shall not be allowed to work any help of any kind (either apprentices or assistants).

Sec. 6. It shall be unlawful for any brother leather worker to enter and take work in any city or town where there is a strike or lockout prevailing, unless it be with the knowledge and consent of the local in said city or town, which consent shall be obtained by two-thirds vote of members present, and shall be evidenced by resolution of said local under signature and seal of proper officers of said local. The penalty for the violation of this law shall be a fine of fifty ($50.00) dollars, which, if not paid, and the brother

should continue to work, he shall be suspended from the U. B. until said fine is paid.

Sec. 7. An official publication, known as the Leather Workers' Journal, shall be published by the U. B. and shall appear for distribution by local branches among all members of the U. B. on or about the first day of each month. The management of this official journal shall be placed in the hands of the General Secretary-Treasurer, subject to instructions of the General Executive Council.

Sec. 8. A member of one branch of the craft shall not be permitted to accept employment at another branch of the craft unless it is known or proven that such member has qualified as a journeyman in serving the general recognized period of apprenticeship of such branch of the craft, or it is otherwise determined, upon proper consideration and action of the local branch, where such member holds membership, that he is qualified as a journeyman of such branch; and does by reason thereof receive the established rate of wages of the local branch.

Sec. 9. All local branches shall affiliate with the American Federation of Labor Central Bodies in their respective cities, and shall also affiliate with the American Federation of Labor State Federations in their respective states.

ARTICLE XVII.

Fiscal Year.

Section 1. The fiscal year of the U. B. shall commence on the first day of July and end on the 30th day of June in each year.

Sec. 2. The term of all officers shall commence October 1st or as soon thereafter as qualified, and continue to the close of their term or until their successors are elected and qualified.

ARTICLE XVIII.

Badges.

Section 1. The General Secretary-Treasurer of the U. B. shall supply local branches or individual members, upon application, with a badge of the design and style adopted; the member to whom the badge is issued to pay for same and such badge to be his personal property.

Sec. 2. The General Secretary-Treasurer of the U. B. to furnish such badges at a profit not to exceed 10 per cent.

ARTICLE XIX.

Union Stamp.

Section 1. The trade stamp, union stamp or label of the U. B. shall be as follows:

This "Union Stamp" shall be so constructed of steel that a lasting impression can be stamped on leather horse goods made exclusively by members of the U. B. Local branches shall pay for their own stamps and same to be furnished by headquarters at cost price.

Sec. 2. Any shop or factory desiring the use of the union stamp or card shall apply to the local branch in the city or town where the shop or factory is located. Should there be no local branch in the city where an application for stamp or card is received, they shall apply to the nearest local branch for the same.

The union stamp and card may be granted upon the request of members employed in any municipal, state or government shop, providing that none but U. B. men are employed.

Sec. 3. In shops where the union stamp and card are in use, the same shall be in charge of the shop steward. Said shop steward to be appointed by the local president. In case the steward leaves the employment of the firm where he has charge of the stamp and card, he shall immediately transfer said stamp and card to his successor, who shall be appointed temporarily by the local president.

At the next regular meeting of the local branch, the president shall appoint officially a steward for the shop, who shall have charge of the stamp and card.

Sec. 4. All union stamps and cards in use in any shop or factory must remain the property of the local branch. Said stamp or card to be taken up at any time the local branch so desires.

Sec. 5. No shop or factory shall be entitled to the use of the union stamp or card of the U. B. unless a signed agreement exists between the local branch and the firm, except as provided for in Article XIX, Section 2, Paragraph 2.

ARTICLE XX.

Committees.

Section 1. The President shall appoint all committees, unless otherwise ordered by the U. B.

Sec. 2. The President shall immediately after roll call appoint the following standing committees, unless otherwise provided for, and such other committees as he may deem advisable:

Committee on Credentials, three members.

Committee on Laws, five members.

Committee on Resolutions, five members.

Committee on President's Report, five members.

Committee on Executive Council's, with General Secretary-Treasurer's Report, five members.

Committee on Mileage, five members.

Committee on Press, three members.

Committee on Rules, three members.

ARTICLE XXI.

Power to Amend.

Section 1. All laws or parts of laws in conflict with this are hereby repealed. This to be the only Constitution governing the U. B.

Sec. 2. Amendments may be made to this Constitution in regular Convention, or any local branch may at any time in the month of May submit such amendments to the general or local constitution as may seem proper to them, said amendments to be submitted to the General President and a copy of same sent to the General Secretary-Treasurer.

The General Secretary-Treasurer shall present all amendments, attested to by the General President, to the Executive Council at each annual meeting.

The Executive Council shall arrange all amendments so they do not conflict with each other, and where two or more amendments are offered which cover the same ground, shall cause all of them to harmonize into one, and shall submit them to the jurisdiction at large to be voted upon. If a majority vote of members voting be recorded in favor of any amendment the same shall be declared a law.

All amendments after being arranged by the Executive Council shall be submitted by the General Secretary-Treasurer to the locals, not later than August 1st, and in such form as will show the old and new law, in

order that the members may vote intelligently on same.

All local branches may, not later than the 30th of August, call a special meeting for the purpose of considering and voting on the amendments, and no other business shall be transacted at said meeting; all voting shall be by rising vote.

All amendments receiving the necessary majority vote shall become law on the 15th day of October; the General Secretary-Treasurer shall issue revised Constitutions and have same in the hands of the local Secretary-Treasurers on or before that date.

RESOLUTIONS.

1. Resolved, That $4.00 per day shall constitute a minimum wage for all journeymen in all branches of the trade, for a week of not more than 48 hours.

That $5.00 per day shall constitute a minimum wage for head machine operators, head cutters and head men in any other department, for a week of not more than 48 hours.

2. Resolved, That we favor the formation of a woman's auxiliary to the U. B., to be composed of the female relatives by blood and marriage of all members.

3. Resolved, That the sum of $10.00 be allowed to any one organizing a local, provided such person is not an executive officer or organizer under pay from headquarters, the fee to be paid to organizer at the time

the said local pays their first per capita tax to the General Secretary-Treasurer, which per capita tax is due and payable one month after local branch is chartered.

4. Resolved, That the U. B. indorse all efforts tending to the abolition of convict, team and child labor.

5. Resolved, That the U. B. so change the obligation taken by persons becoming members as to obligate them as union members to purchase those goods bearing the union label, so far as the same can be done.

a. Resolved, That the Sixth convention of the U. B. make an earnest appeal to all local officers and members of our organization to carry out the spirit and purpose of Resolution No. 5 of our Constitution; and be it further

b. Resolved, That all members of the U. B. do all in their power to secure the union label on every article they might purchase and to educate their wives and families to do the same.

6. Resolved, That all blacking, creasing and rubbing up of harness and saddle parts to be done by leather workers on horse goods; that all gumming and putting together of all harness, the trimming of all gig saddles and parts, the dieing out and finishing all harness and saddle parts to be done by journeymen leather workers on horse goods.

7. Resolved, That this general convention condemns the system of convict contract labor which places the articles manufactured by convicts in competition with the production of honest labor; and that the locals throughout the United States and Canada are hereby instructed to use all honorable efforts to have convict labor abolished, and that we instruct the General Executive Board to aid and assist in the movement to abolish convict labor.

8. Resolved, That each local branch shall allow each delegate elected, whose duty it shall be to attend conventions, a hotel fee of three dollars ($3.00) per day for every day convention is in session, and for one day before convention convenes, and for one day after close of convention.

9. Resolved, That the U. B., in convention assembled, do indorse and recommend to all its local branches such action as will tend to bring about the initiative and the referendum in our national, state and local governments.

The Committee on Laws submitted the following recommendation to the convention, and recommended that the delegates, as soon as they return home, try and have their locals carry out the suggestion contained therein:

Whereas, We have learned from past experience that in order to conduct our affairs in a more business-like manner, it is necessary to carry on our affairs in a manner that they may not become too public, therefore

Be It Resolved, That each local branch elect an advisory board of three members in local branches of less than seventy-five members, and five members in larger local branches.

The advisory board shall have supervision over all business of the local branch between meetings, and shall exercise their best judgment over all matters of importance, they to report to the local branch, however, as soon as any proposition is advanced far enough to acquaint the membership without hindering its progress.

11. Resolved, That the term of office of all executive officers shall be two years, beginning with October, 1912.

12. Resolved. That as the new law with regard to the election of general officers

does not become operative until the regular convention in 1912, we therefore recommend that the election of general officers in 1911 be held under the old law; be it further

13. Resolved, That the general executive officers elected in 1911 shall hold office until October 1, 1912, or until their successors are elected and qualified; be it further

14. Resolved, That the books of the General Secretary-Treasurer shall be audited in 1911 by an expert accountant, as provided for by this convention.

15. Resolved, That this Constitution as amended shall be in full force and effect, beginning January 1, 1911, unless where otherwise provided.

16. Resolved, That this convention go on record as endorsing the principle of co-operation. However, the U. B. shall not engage in co-operative manufacturing.

17. Resolved, That we stand for the abolishing of piece work.

MOTIONS.

Moved by Delegate Baker, seconded by Rampenthal, that the General Executive Council be given power to remit all fines and reinstate all members with their old book numbers upon payment of all arrearages in dues, when in their judgment they believe it to be the best policy to pursue in the interest of thorough organization. This pertains only with reference to the general demand, March, 1910.

On motion the General President was empowered to secure legal advice whenever necessary.

CONSTITUTION

OF

LOCAL BRANCHES.

CONSTITUTION.

Local Branches United Brotherhood of Leather Workers on Horse Goods.

ARTICLE I.

Title and Objects.

Section 1. This branch shall be known as Local Branch No. ——, United Brotherhood of Leather Workers on Horse Goods.

Sec. 2. All acts shall be in the name of Local Branch No. ——, United Brotherhood of Leather Workers on Horse Goods.

Sec. 3. The objects of this branch shall be to establish and maintain a fair rate of wages; the encouragement of good workmen; the elevation of its members socially, morally and intellectually; the care of the sick; the burial of deceased members, and closer relationship between its members and their employers, in order that a just and equitable adjustment of all differences may be obtained, and that all may work in harmony.

ARTICLE II.

Officers.

Section 1. The officers of this local branch shall be a President, Vice President, Recording Secretary, Secretary-Treasurer, Marshal, Chaplain, Guard, Local Organizer, Correspondent for Journal, Shop Collector for each shop, and an Executive Board of three members.

ARTICLE III.

Elections and Installations.

Section 1. The President, Vice President, Recording Secretary, Secretary-Treasurer, Marshal, Chaplain, Guard, Local Organizer, Journal Correspondent, and the Executive Board shall be elected by secret ballot; the others shall be appointed as hereinafter provided.

Sec. 2. All elective officers shall be nominated at the first regular meeting in June and December, and shall be elected at the last regular meeting in June and December, or as soon thereafter as possible, and installed the first meeting in July and January, except the office of Secretary-Treasurer, which shall be filled by election at the December elections, for a term of one year. All appointive officers shall be appointed the first meeting in July and January, and installed at the same meeting, or as soon thereafter as possible; and shall hold office six months, or until their successors are elected and installed.

Sec. 3. Should any office from any cause become vacant, an election shall be entered into at the earliest moment. Installation may be performed at the same meeting.

ARTICLE IV.

Duties of Officers.

Section 1. It shall be the duty of the President to preside at all meetings, enforce order and strict obedience to the Constitution and By-Laws, countersign all orders on the Treasurer, appoint all officers and committees, unless otherwise provided for, fill all vacancies not provided for, sign all applications for cards, if applicant is entitled to same; shall satisfy himself that all present are entitled to admission; he shall have a

vote in the election of General and Local Officers, and for delegates, and on matters submitted for general referendum vote; but on questions of a local nature, he shall only have the deciding vote, no matter how vote is taken; and shall perform such other duties as may be required of him by the Constitution, By-Laws and the local branch.

Sec. 2. It shall be the duty of the Vice President to attend all meetings. In the absence of the President or in case of his death, resignation or removal from office, he shall preside and perform all duties of the President.

Sec. 3. It shall be the duty of the Recording Secretary to keep a correct record of the business transacted at each meeting; publish calls for regular and special meetings; notify candidates for admission into the local branch of their election; furnish officers and committees with a copy of all resolutions referred to them; draw all orders on the Treasurer; and perform such other duties as may be required of him by the Constitution, By-Laws and the local branch.

Sec. 4. It shall be the duty of the Secretary-Treasurer to keep a true record of all financial transactions between the local branch and its members; the local branch and the U. B., and of any nature whatever; shall receive and answer all correspondence; shall have charge of the seal and all property of the local branch; shall make all remittances to the General Secretary-Treasurer; shall grant all applications for cards, if the applicant is entitled to receive them; shall notify persons about to become in arrears, stating penalty; shall, at the expiration of each quarter, make a report in detail, showing the condition of the local, amount of money received and on hand, the standing of all members, the number suspended, expelled or transferred, and the num-

ber of cards issued; he shall keep a book containing a true record and description of all applicants disqualified for membership, and shall within twenty-four hours following rejection of an applicant forward all facts he may have in the case to the General Secretary-Treasurer; he shall remit in full not later than the 15th of the month, to the General Secretary-Treasurer, all percentages due the U. B. for the preceding month; it shall be the duty of the Secretary-Treasurer of local branches of the U. B. upon sending money for any purpose whatsoever to a sister local to notify the Recording Secretary of the receiving local, the amount of money sent and for what purpose; and shall perform such other duties as the Constitution, By-Laws and local branch may require. He shall furnish a good and sufficient surety company bond of not less than $250.00 for the faithful performance of his duties. (The U. B. and the local branch each to pay half of the premium of this surety bond.)

Sec. 5. It shall be the duty of the Marshal to be at the place of meeting promptly and have the hall properly prepared for the comfort and convenience of members. He shall take up the password; shall prepare ballots; shall introduce all candidates for initiation; shall assist at the initiation as provided for in the ritual, and perform such other duties as the Constitution, By-Laws and the local branch may require.

Sec. 6. It shall be the duty of the Chaplain to assist at initiation, as provided for in the ritual, and perform such other duties as the Constitution, By-Laws and local branch may require.

Sec. 7. It shall be the duty of the Guard to have charge of the door. He shall admit no one without the password, unless ordered by the President so to do; he shall allow no

one to retire without orders from the President; and shall perform such other duties as the Constitution, By-Laws and the local branch may require.

Sec. 8. It shall be the duty of the Local Organizer to secure, as near as possible, the number of men at work in the city, both U. B. and non-U. B., and the names of the houses employing the largest number. He shall keep a record of the number of men asked to join during the month, and their chief reasons for not doing so. He shall secure the names and addresses of leading men in adjoining towns and cities where no branch exists, and report same to the General President. He shall each month, on blanks furnished by the U. B., make a report to the General President. He shall, to assist him in his work, appoint one deputy organizer in each shop, whose duty it shall be to supply him with all information obtainable, and to assist him in every manner possible. He shall perform such other duties as the Constitution, By-Laws and the local branch may require.

Sec. 9. It shall be the duty of the Local Executive Board to have supervision over the affairs of the local branch. Shall examine and approve all accounts against the local branch, before payment is made. Shall keep an account of all moneys received and expended in totals.

Shall examine all the books and records of the Secretary-Treasurer at the end of each quarter and report to the General Secretary-Treasurer within thirty days thereafter the condition of the funds and accounts, the number of members in good standing, number initiated, expelled or suspended, admitted or withdrawn by transfer or retiring card for each month, together with such other information as the General Secretary-Treasurer may deem necessary.

A majority of the Executive Board must be present at the examination of accounts, and no member of the board shall attach his signature to a report unless such member shall have personally participated in such examination. Should inaccuracies appear in the report of Executive Board, the General President shall order an investigation, and in event of willful falsification by said board, shall suspend such board from office, together with the delinquent financial officer, and impose upon them a fine of $10.00 each.

In the event of the suspension of an Executive Board an election of their successors shall be held within one month from the date of such suspension. Expense of examination of books and records shall be borne entirely by local branches. Local branches failing to report to the General Secretary-Treasurer as required by this section shall be fined $10.00.

Sec. 10. It shall be the duty of the Shop Collector to visit each member in the shop every week and collect dues, giving in return therefor a stamp, which will be supplied by the Local Secretary-Treasurer. They shall, at every regular meeting, turn over to the Local Secretary-Treasurer all money so collected, with a concise statement of the amount collected from each member, with date, and shall accept receipt from the Local Secretary-Treasurer therefor. They shall perform such other duties as the Constitution, By-Laws and the local branch may require.

Sec. 11. It shall be the duty of the Journal Correspondent to communicate each month with the editor of the Journal, and furnish all news of importance pertaining to his local.

Sec. 12. It shall be the duty of all officers to turn over to the proper officers all books, papers, moneys or other property in their possession, belonging to the local branch or U. B. at the expiration of their term of office, or at any time when called upon to do so.

Sec. 13. For failure to faithfully perform any of the duties as provided for in Article IV, officers may have charges preferred against them, and upon conviction thereof may be fined, suspended or expelled, as the local branch may determine.

ARTICLE V.

Membership.

Section 1. Any journeyman working at any branch of the trade shall be eligible to membership.

Apprentices shall be eligible to membership after having worked at the trade for a period of one year. The initiation fee shall be one dollar ($1.00), and the dues twenty-five cents (25c) per month. They will be allowed a voice, but not a vote, except on questions of strikes, when they will be entitled to a voice and a vote. If called out on a strike they shall receive three dollars ($3.00) per week, but shall receive no sick or death benefits. After becoming competent as journeymen they shall be entitled to all privileges and benefits without further initiation fee.

Sec. 2. Application for membership must be in writing, on blanks furnished by the Local Secretary-Treasurer, and must state the applicant's full name and address, occupation and age. An initiation fee of not less than two dollars shall be required from all applicants.

Sec. 3. All applications shall be referred to an Investigating Committee, who shall report thereon at next meeting, when a rising vote shall be taken, and if elected the applicant may be admitted at the same meeting. A majority of all votes shall be necessary to elect. If the applicant shall be declared

rejected, the fees accompanying his application shall be returned to him, and he shall not be eligible to apply for membership again for the space of two months. Should an accepted applicant fail to appear for initiation for the space of two months after his election he shall forfeit his initiation fee, and any further action taken shall be the same as in the case of a new applicant.

Sec. 4. When applicant has come from a city where a local branch of the U. B. exists, it shall be the duty of the Secretary-Treasurer of the local branch receiving the application to write the city from which the applicant comes and make inquiries regarding the actions and reasons why he did not join the U. B. before action is taken on said application.

Sec. 5. Any person of the trade coming from any local branch and accepting a position where any other local branch exists shall at once deposit his book with the Local Secretary-Treasurer, who shall sign the receiving transfer and at once notify the Local Secretary-Treasurer where the brother last belonged, on private mailing cards furnished by headquarters. All members are required to pay dues they may owe to receiving Secretary-Treasurer, such dues to become the property of receiving local.

Sec. 6. That no member of the U. B., having a permanent position, be allowed to work at any other trade without becoming a member of the union of that trade, if such exists in his locality.

Sec. 7. Any leather worker, coming from a city or town where a local exists, and having failed to become a member of said local, the local to which he presents his application for membership shall have the power to make the initiation fee of such applicant five dollars ($5.00) more than their regular initiation.

ARTICLE VI.

Dues.

Section 1. The regular dues of each member shall be thirty cents per week. Said dues include subscription to the official journal.

Sec. 2. Any member failing to pay dues for a period of four (4) weeks shall be in bad standing and forfeit all claims to any and all benefits provided for by the U. B. or local branches, and if unpaid at the end of eight (8) weeks, will be suspended.

Sec. 3. Any member having been in bad standing, shall not be entitled to benefits immediately upon payment of arrears, but shall be debarred from sick and death benefits for a period of three months.

Sec. 4. Any member suspended from any local branch on or after August 2, 1901, can be reinstated upon payment of $3.00 in addition to the regular initiation fee of the local to which he makes application for membership; but he shall forfeit all previous rights and benefits and be considered as a new initiate; but this shall not mean invalidation of any fines or moneys he may owe.

Sec. 5. When a member is suspended the second time, he shall pay an initiation fee of not less than $10.00. The amount of fines shall be added, same to be paid as the local branch may direct.

ARTICLE VII.

Trials.

Section 1. Any officer or member feeling aggrieved by any action of any member or officer of a local branch, may prepare a charge in writing, giving a plain statement of the facts, the name and addresses of witnesses, if any present, and give the same to the President, who shall read the same to the local branch and put the question: "Is the charge of a nature cognizable by the local?"

If decided in the affirmative, the President shall appoint a committee of five to try the case.

Sec. 2. It shall be the duty of said committee to meet within five days from the date of appointment, summon witnesses and give the accused not less than three days' notice of time, place and object of meeting. They shall then hear the testimony and reduce the substance to writing and report to the local branch. The accused shall have full opportunity for defense. If necessary, the committee may adjourn from time to time until the trial is concluded. If the committee report the charge sustained, and the local branch adopts the report, the President shall put the judgment in execution. The committee shall, in their report, pronounce judgment and state the penalty. All penalties invoked against members, as per action of local or trial committee, must be reported to General President and must receive approval of Executive Council before such penalty can legally be collected. There shall be no remission of the penalty, except by majority vote of the local branch. Such action must receive approval of the General Executive Council before such penalty can be legally removed. In case the accused or accuser is not satisfied with the judgment, appeal may be taken as provided in Article VII, Section 3, General Constitution.

ARTICLE VIII.

Sick Committee.

Section 1. Local branches shall have the right to arrange the visiting committee as may best suit their convenience, but in no case shall the sick committee consist of less than three members, whose duty it shall be to visit the sick at least once in each week, no two members to visit at the same time. The chairman shall attend to and pay all sick

benefits. He shall draw on the Treasurer for the amounts needed, giving his receipt therefor, and shall take a receipt from persons receiving benefits. Shall at the end of each month make a written report to the local branch of all benefits paid and to whom.

Sec. 2. The sick committee shall have positive proof before sick benefits are allowed.

ARTICLE IX.

Special Meetings.

Section 1. The President shall be empowered to call a special meeting whenever in his judgment it is necessary.

Sec. 2. Upon the written application of five members, stating object of special meeting, the President shall be required to call a special meeting.

ARTICLE X.

Miscellaneous.

Section 1. It shall be the duty of all members to be present at all meetings of their locals; to pay strict attention to all its transactions; to faithfully perform any duty assigned them by the laws or by the local branch; to secure work for a member of the U. B. in preference to one who is not a member; to be ever watchful whereby a member may be benefited; to report all matters to the President which may come under his observation that the executive head of the local branch ought to know; to lose no opportunity to teach the principles of the U. B. to persons who show themselves ignorant of the same, and not to work in any shop within the jurisdiction of the local branch for less wages than may be determined upon by the local.

Sec. 2. The President shall, upon assuming the chair, appoint one person in each shop to be shop collector for that shop, said shop collector to be held responsible for all stamps

and moneys held by him and belonging to the local.

Sec. 3. No member shall be elected or appointed to any office until he has been a member for three months, except in cases where local branches have not been in existence that length of time.

Sec. 4. Any officer or member found guilty of being derelict in his duty shall suffer such penalty as may be provided for, or as the local branch, in its wisdom and justice, may direct, subject to an appeal, as provided in Article VII, Section 2, General Constitution.

Sec. 5. The General Secretary-Treasurer will furnish all locals with blank weekly report sheets; same to be used by the shop collector in making out his weekly report.

Sec. 6. When a person makes application for membership in any local branch, that the Secretary be required to state what line of business applicant is engaged in. Due books should have for saddle-maker, S. M.; for harness-maker, H. M.; for collar-maker, C. M.; for gig saddle-maker, G. M.; for machine operator, M. O.; for cutter, Ctr.; for horse boot-maker, B. M., in addition to numbers and names.

Sec. 7. Team work is not to be construed to mean stitchers and finishers.

Sec. 8. All laws or part of laws in conflict with the General or Local Constitution are hereby repealed.

ARTICLE XI.

Amendments.

Section 1. Local branches shall have power to frame such By-Laws as may best suit their convenience, provided such By-Laws in no wise conflict with the Constitution of the U. B. or local branches.

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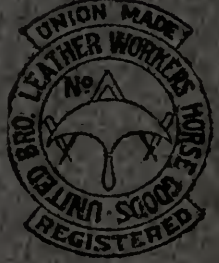

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